



Results Driven

Involves the ability to meet organizational goals and customer expectations.

- Inherent is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.



Results Driven Competencies

- Accountability – Holds self and others accountable for measurable high-quality, timely and cost effective results
- Customer Service – Anticipates and meets the needs of both internal and external customers
- Decisiveness – Makes well-informed, effective, timely decisions with limited data
- Entrepreneurship – Positions the organization for success by identifying new opportunities
- Problem Solving – Identifies and analyzes problems
- Technical Credibility – Appropriately applies principles, procedures, regulations related to specialized expertise



Results Driven

What should the focus be?

- How did the priorities and objectives candidate set lead to high quality/quantity results?
- Did candidate address the needs of customers and stakeholders (internal and external)? How?
- How did decisions and actions impact results?
- Did candidate identify problems and implement solutions that resulted in improving services?
- Did candidate hold self accountable for results?
- Was candidate able to identify opportunities that helps build/expand organization?

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Results Driven (Good Write-Up)

- My expert negotiating strategy, relationship building, and business savvy reduced Lockheed Martin's proposal by \$70 million and reduced F-22 operation and maintenance costs by \$500 million.
- I was responsible for integrated logistics functions for the A-10, F-15, F-16, F-35, Joint Helmet Mounted Cueing System and Precision Night Vision Goggles with program execution totaling \$22 billion, including Foreign Military Sales.
- I led Air Force F-35 sustainment activities through innovative performance based logistics and partnership strategies. I partnered with the F-35 program office, the Joint Depot Maintenance Activity Group, Naval Air Systems Command, AFMC, and Air Combat Command to develop a depot strategy.
- I successfully integrated logistics and sustainment requirements into such areas as the aircraft exceptional release process, support equipment requirements, maintenance information systems and reliability and maintainability.

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Results Driven (Not So Good Write-Up)

- With the help of the Enterprise Solutions Program Office (ESPO) Director and Deputy Director, I put in place a series of meeting focused on program execution with respect to cost, schedule, and performance monitoring, and risk mitigation.
- I also held weekly issues meetings to review system performance issues that were discovered during testing. Each issue was coded critical, high, medium, or low based on its impact to performance.
- I chaired a configuration control board (CCB) to approve design and scope changes.
- The outcome of the schedule, issues, and CCB meetings were regularly summarized and briefed to an SES level oversight committee to set expectations and communicate progress to Command leadership.